



# CONVOY DISPATCH

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

February-March 1987  
#68



## Fired Carhauleders Offered Return to Work

# TDU Action Halts Faulty Drug Testing for 25,000 Teamsters

In early February carhaul employers and top Teamster officials agreed to end drug testing for Teamsters covered by the National Automobile Transporters Agreement. This major victory was the result of a TDU-backed lawsuit, *Day et. al. v. IBT et. al.*, challenging the program.

This means that urinalysis in conjunction with DOT tests and "probable suspicion" testing will be ended. Carhauleders previously fired under the procedure will now be eligible to return to work, if they can pass a new drug screen test. Members should be aware that some testing will continue under pre-existing language on drugs and alcohol in some conference supplements.

"This is a major victory and we are proud of it," plaintiff and Framingham, Massachusetts Anchor driver Joe Day told *CD*. Another plaintiff in the case, Detroit Local 299 Steward Jim Carothers told us, "I just hope that Jackie Presser will read his own story in the *International Teamster* magazine about drug testing (November, 1986) and straighten out the program in freight and other contracts so that it is fair and humane. I'm glad that we've got TDU's legal talent, organization and information to help win cases like this."

Freight Teamsters were first confronted with drug testing contract language when Presser and trucking employers inserted it into Article 35, Section 3(a) in 1985. TDU lawsuits have uncovered that at the time top IBT experts like R.V. Durham warned that the procedure was filled with inaccuracies and loopholes. In fact, Durham recommended that the program be suspended. Nevertheless, these warnings were ignored and Presser started bragging about the program to spruce up his sagging image. Worst of all, it started to spread to other Teamster contracts. But as a result of TDU investigations into the freight program and publicity on the problems, carhauleders were on guard during their 1985 contract battle. To get their new contract ratified, Presser and the carhaul employers played it safe by leaving the procedure out.

That did not mean they were willing to give up on implementation of the program in carhaul. Nearly a year later, during August, 1986, they quietly put the same test procedures into effect, without a vote by the membership. This was a key distinction and TDU took action by filing suit in the Washington D.C. Federal Court. Attorneys Barbara Harvey and Paul

Levy represented the members and used the right to vote as a central part of their argument.

### Problem Remains for Other Teamsters

Due to this effective action nearly 25,000 carhaul Teamsters are protected from faulty and unjust drug tests. But the same procedure, with all of its problems, remains in the National Master Freight Agreement and is spreading to other Teamster contracts. The betting is good that UPS and Presser will try to stick 100,000 UPS Teamsters with it later this year.

So the battle goes on, but perhaps this step will provoke more positive changes. As plaintiff Joe Day stated, "I had no doubt we would win the lawsuit. But I hoped that the IBT officials and the employers would have the guts to move toward a positive alternative to deal with drug problems, and let the membership decide by presenting it for a vote. For example, some form of employee assistance program, to provide confidential and quality rehabilitation programs for those drivers with a problem."

Upon conclusion of the lawsuit some carriers immediately stopped drug testing. As we go to press reports are circulating of a letter to terminal managers telling them that although the contractual test program has been eliminated, another avenue is open through the use of DOT-required drug screens. This is false as DOT physicals do not require drug tests.

This win is just one step along the way to putting our union back on track. We invite interested Teamsters to join TDU so that we can step up our efforts on this and other fronts. We also want to reach carhaul Teamsters already fired under the program to advise on their rights and what this change will mean for them.

## Teamster Turncoats

"Let's Return America to America with What Made America Great!" begins the brochure. And what made America great? Union busting, and Teamster officials profiting from it. As the brochure puts it, "How to Keep Your Employees Non-Union" is a specialty of Management Consultant Vernon Bennett, 25 years a Teamster official and former president of Des Moines Local 147 until he jumped sides in 1985.

Bennett is far from alone. Numerous Teamster officials, especially high-ranking ones, step out of office (or are kicked out), and the next day open up shop as "management consultants" to the same employers they were supposed to be adversaries with the day before! And, while working day and night to bust our union or fire our members, they are drawing nice fat checks from our treasury, based on the special multiple pension plans that cover every Teamster officer and BA.

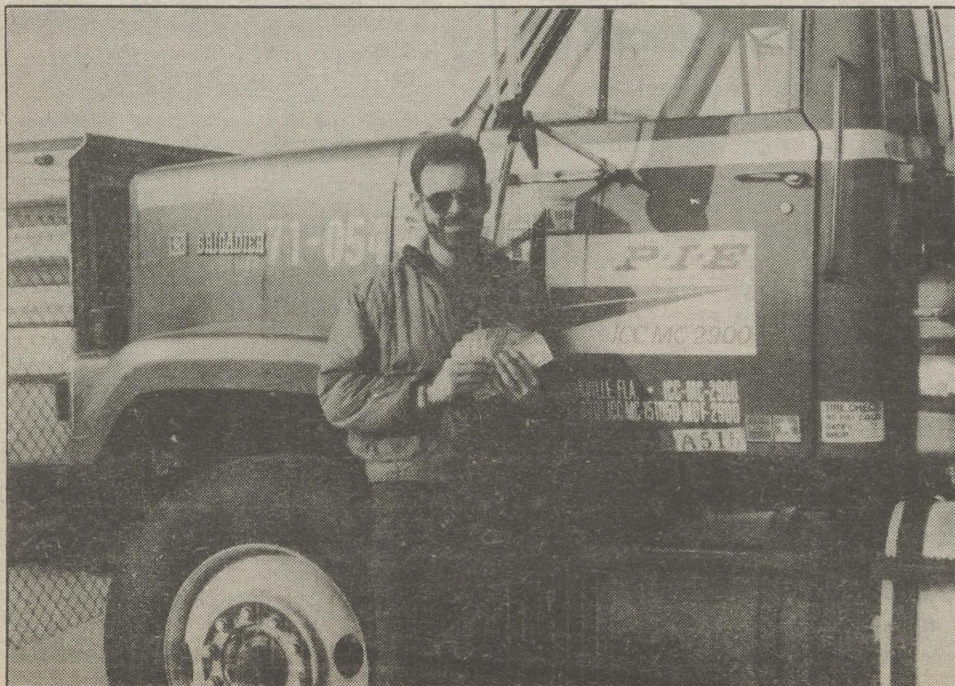
Andy Anderson was the Director of the Western Conference of Teamsters, the head man for 400,000 of our brothers and sisters, until 1984. In 1986 TDU uncovered and revealed that Anderson was now a "management consultant" and working for the #1 union-buster our union is facing: Watsonville Canning. This corporation has forced a 17-month long strike after lowering wages to under \$5 per hour for 1000 Teamsters. Anderson, a millionaire with multiple pension plans filling his bank account, is helping the union buster.

A number of Anderson's friends, former high-ranking Teamsters, have also jumped on the union-busting bandwagon. Gene Shepherd formed "Shepherd and Associates," management consultants based in Chino, California. Shep-

*continued on page 4*

## Why Is This Pennsylvania Driver Smiling?

See page 5 to find out.



Teamsters for a Democratic Union  
P.O. Box 10128  
Detroit, Michigan 48210  
(313) 842-2600





# From the Members

## Stop Preston's Proposals

I read the proposals from Preston to TMI printed in the last *Convoy Dispatch*. We can not stand by and let these be brought into our 1988 contract. We need the National Master Freight Agreement to keep us united. Keep up the good work TDU.

**Donald Samuelson**  
Local 364  
Portage, Indiana

## Two-tier Opens Dangerous Door

I want to thank the TDU staff for helping me with all the problems at Yellow Freight in Detroit. I wish that all Teamsters could see the great work that TDU does for us that our own union doesn't even have the time to do. The IBT brags about how much

they do then takes our wages away and implements two-tier provisions in our contracts—opening the door to fighting between Teamster members.

Thanks TDU. I appreciate you.

**Ronald Judd**  
Local 299  
Detroit, Michigan

## Put the "U" Back in Union

I'd say that 99% of today's labor force, union and non-union, is afraid to speak up about the injustices being perpetrated by their employers and union representatives. For the most part, the labor unions and watchdog government agencies do little or nothing to protect our rights or out jobs. This is true despite all the dues and taxes we pay.

They will continue to get away with this unless we all decide to do something about it. One way we as

Teamsters have is to voice our disapproval through Teamsters for a Democratic Union. Join today, don't wait to put the "U" back in Union.

**Tom Pizzuto**  
Local 863  
Jersey City, New Jersey

## Drivers' Fund Donates Money

I am enclosing, along with this letter, a check for \$725 made out to the TRF Legal Defense Fund. This amount represents the balance of the "Whelan Trucking Retirement Dinner Fund". The company is now out of business and as there will be no more retirement dinners for Teamster members, TRF has become the beneficiary.

It could not go for a better cause. Please consider this a donation from all the Whelan Trucking Teamsters. Keep up the good work and best regards.

**Ed Sorenson**  
Local 897

New York City, New York

P.S. I was one of the lucky few who had enough time in the union to be able to retire.



## TDU Steering Committee

**Co-Chairs:**  
Pete Camarata, #299  
Dan Campbell, #486  
Joseph Day, #170  
Linda Gregg, #435

**Members:**  
Doug Allan, #208  
Millie Grant, #728  
Diana Kilmury, #213  
Tom Pizzuto, #863  
Mike Savoir, #41  
Pete Sercombe, #150  
Gail Sullivan, #278

**Organizer:**  
Ken Paff, #407

**Trustees:**  
John Braxton, #623  
Mike Friedman, #407  
Doug Mims, #728

**Alternates:**  
Archie Cook, #705  
Sam Fenn, #63  
Delmar Bequette, #600

**MOVING?** Please notify us of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class mail and will not be forwarded to you. Use the membership application in any issue of the paper to let us know you are moving, and write on the top of the form: **CHANGE OF ADDRESS.**

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## How To Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

**TDU National Office:** P.O. Box 10128, Detroit, MI 48210. (313) 842-2600.

**TDU/PROD Washington Office:** 2000 P St. NW, Room 612, Washington, DC 20036. (202) 785-3707.

**TDU NY/NJ Office:** YWCA Building, Room 620, 30 Third Ave., Brooklyn, NY 11217. (718) 834-0631.

**Teamster Cannery Workers Organizing Project:** Box 8548, San Jose, CA 95155. (408) 289-8415.

## Who We Are

**CONVOY DISPATCH** is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers — every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1986 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

## Rank & File Bill of Rights

**I. DEMOCRATIC BY-LAWS.** All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

**II. DIRECT ELECTION OF OFFICERS.** General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

**III. A FAIR GRIEVANCE PROCEDURE.** Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial; arbitration by peers, and the right to strike if necessary.

**IV. PRESERVATION OF WORKING CONDITIONS.** The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

**V. SAFETY AND HEALTH.** We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

**VI. EIGHT HOUR DAY AND FIVE DAY WEEK.** Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

**VII. A DECENT PENSION.** Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

**VIII. JUST SALARIES FOR OFFICERS.** A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

**IX. EQUALITY AMONG TEAMSTERS.** Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

**X. END TO DISCRIMINATION.** Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

## Is Your Job On the Line?

It could be, and not because you use drugs. Dozens of innocent Teamsters have already lost their jobs. Don't let it happen to you. Get the facts from this new brochure, *Teamster Drug Testing: Playing It Safe*, published by TDU.

Price: \$1 for 25 copies; \$2 for 50 copies; \$3 for 100 copies; \$2 for each additional 100 copies.

Send me \_\_\_\_\_ copies.

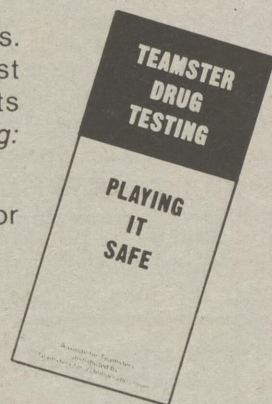
Enclosed is \$\_\_\_\_\_.

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Send to: TDU, P.O. Box 10128, Detroit, MI 48210







# Washington Watch

Business Agent Testifies for Company in Hearing

## Roadway Driver Wins Job, \$171,000 Backpay

**Jerry Hufstetler**  
Roadway Express  
Local 528, Valdosta, Georgia

I am a driver for Roadway who has just been reinstated to work after three years of being fired. I am not a member of TDU, but have agreed to write this article so that other Teamsters can benefit from my experience and also to encourage others to do what I plan to do, which is to join TDU.

I've been a Roadway driver for ten years and a Teamster for 16 years. Roadway couldn't possibly find a better employee than myself. I am always on the job, seven days a week, am never late for work and have always delivered their freight on time. I've driven two million miles and never even scratched Roadway's equipment. I was fired because I was doing something Roadway could not tolerate—reporting unsafe and defective

equipment.

In 1981 I began reporting safety problems to the Department of Transportation and my congressional representatives, as a result of Roadway pressuring drivers to violate DOT regulations. As a result of my safety complaints Roadway began a harassment campaign against me and set out to discharge me.

As a result of safety complaints I raised in August 1983 the St. Petersburg terminal manager threatened to fire me. Because of this I wrote a letter to Roadway's President and to Jackie Presser. Roadway took no action against this terminal manager.

They made their move to discharge me on my next trip to the St. Petersburg terminal, in November 1983, when this terminal manager was on duty. I reported to him that five marker lights on the tractor were out. He called a vendor mechanic who

found and repaired a loose wire under the dash. I received thirty minutes delay time and was then dispatched to my home terminal. I was at home in bed asleep when Roadway called to read me a letter of discharge, accusing me of "an act of dishonesty caused by creating a false breakdown."

I learned that the same terminal manager had signed a statement saying that he had seen me lean over the seat toward the passenger door and that he then saw the lights go out. Another Roadway driver verified that my marker lights were out before I arrived at the terminal, but they did not consider his statement. It is also physically impossible to reach the wire from the driver's seat.

I offered to take a lie detector test and even sign a statement that if the test showed I had disconnected the wire that I'd resign. Roadway refused this offer and refused to accept the test, which showed my innocence. Since there was no evidence that I disconnected the wire my grievance resulted in a deadlock at the joint committee.

The next panel, the Southern Conference Area Committee, consisted of three management people and three union representatives: Morgan, Smith and Davis. Even though no evidence was submitted of a false breakdown, one or more of the Teamsters voted with the company and my discharge was upheld. This discharge was clearly in violation of the contract as it was without "just cause."

It was then that I filed a complaint with the Department of Labor and the Occupational Safety and Health Administration (OSHA), who are em-

powered to protect drivers who blow the whistle on safety problems. After a lengthy investigation they found that my firing was motivated by Roadway's retaliation against me. OSHA issued an order requiring Roadway to reinstate me, but they refused.

At the hearing on my case, numerous witnesses, including road drivers, mechanics and dock workers, testified on my behalf. Witnesses for the company included the terminal manager and the business agent for Local 528. The BA tried very hard to help Roadway with his testimony, but was soon caught in his lies and his testimony proved to be of little value to Roadway.

In August 1986 the Secretary of Labor gave his final approval to the reinstatement decision and again ordered Roadway to reinstate me. Roadway again refused. In his decision he said of the committee hearing that "the arbitration procedure for handling hearing disputes did not insure adequate representation of Hufstetler."

Finally on December 19, 1986 I was reinstated after the court ordered me returned to work with \$171,000 backpay. If Roadway had held out any longer, someone would have gone to jail.

I would like to thank the many rank and file members of the IBT and TDU for the support they have given me in this ordeal. I will let Roadway thank the scabs on the Southern Conference Committee who are supporting Roadway by upholding discharges that are in violation of the contract.

## Legal Briefs

### TDU Urges Action on Imbalanced Trailers Problem.

In response to driver complaints about the use of imbalanced trailers at UPS and several freight companies, TDU has filed a petition for rulemaking with the Department of Transportation's new office of Motor Carrier Standards. The petition's goal is to get improved rules on the books. It points out that drivers' experience, as well as government sponsored studies, have indicated there are serious handling problems with trailers of unequal weights.

TDU filed petition because the DOT and IBT have failed to address this serious problem. Article 16 (m) of the current freight contract provides that "whenever possible the company will hook the heavier trailer in front in twin trailer operations..." Experience has shown that this provision is simply not strong enough. Companies like Roadway continue to assign drivers combinations with rear trailers that are thousands of pounds heavier than the front.

UPS drivers have pointed out that they have no contract language at all concerning this problem, and that the DOT has not recognized the problem. The TDU Washington office would like to hear from drivers who have had problems handling twin trailers. Write or call us with information on the problem, what has caused it and what your employer's policy is regarding the problem.

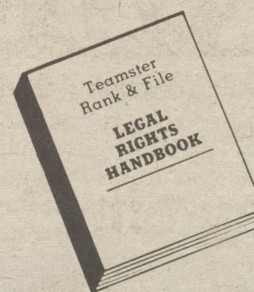
### Petition on Central States Pension Spreads.

The membership petition protesting the new rules for the Central States Pension Fund has spread to all areas of the Fund, from Nebraska to Florida. Thousands of Teamsters have signed it and many are circulating it now. The petition charges the change made in January is "totally unfair" because it requires a member to work until age 65 to get the top benefits (rather than 60 as was previously the case). The petition calls for the top benefit level of \$1500 to apply at 30 years, regardless of age. It points out the changes do not follow the 30-and-out pattern established in April 1985.

Pension rules of this nature are decided by the trustees (half management, half union) and that is who the petitions are being forwarded to. Also, TDU continues to investigate possible litigation on certain aspects of the rules which punish certain groups of Teamsters.

## Washington Office

This page is devoted to news from the Washington office of TDU—formerly PROD's national office. Litigation, designing new legislation, and reforming safety regulations concerning all aspects of working conditions and truck design—the Professional Drivers Council of TDU is here to help you. Contact us today at PROD/TDU, 2000 P Street N.W., Room 612, Washington, D.C. 20036, (202) 785-3707.



## Teamster Rank & File Legal Rights Handbook

with information on the latest cases affecting you as a rank-and-file Teamster

### Answers your questions on:

"This is a terrific tool for the rank and file movement. It's the first place that a union activist should look for the answers to questions about labor law."

—**Michael Goldberg**  
Professor of Law  
University of Pittsburgh

- ✓ Uses of the NLRB
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- ✓ Safety and Health
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- ✓ Laws Affecting Employment
- ✓ Also Includes New Glossary of Legal Terms

**Yes,** I would like to order \_\_\_\_\_ copies of the Legal Rights Handbook. Price: \$8 each (\$5 ea. for 5 or more).

Name \_\_\_\_\_ Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

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# Teamster Turncoats

continued from page 1

herd was formerly a high ranking Western Conference official in the trucking field. Former secretary treasurers Robert Plummer of Stockton and J.P. Morrison of Fresno work for him also. One California BA told us, "These drunks were screwing the union for many years, now they're doing it openly."

Freeman Busche was the head of Ft. Wayne Local 414 until 1984 when he was voted out. The largest trucking barn in that local is CF, and the terminal earned a reputation for being the toughest in the system. Busche gave them everything they wanted and more. Then, almost overnight, he showed up on their payroll as their labor consultant.

Richard "Dickie" Fitzsimmons, son of the late Teamster president and recently convicted in Michigan for H&W fraud, did his stint for management. He was in the company of one Mike Bane who has pulled a special trick. He was a long-time Teamster BA and son of the head of Pontiac Local 614. He was known for a picture of him graphically stomping a union member who was on the ground, stomping him for passing out literature on the sidewalk. Later he was convicted of embezzlement of union funds. Then he went into management, firing Team-

sters as best he could. Now, he's back in good standing as a BA for Local 614!

Woody Young of Grand Rapids Local 406, was voted out of office in 1984. He promptly went to work for a carrier that he was supposedly an adversary of the day before. Meanwhile his pals in the union hierarchy ruled that the "wrong" people won the election, so he could run again. Then he ran for union president while being a boss of a company in the local! You may not be surprised to hear he lost again, by a wider margin. But his friends in the International made sure he got two tries.

Some of Presser's best friends are now in management. Jim Kinney was the head of Cleveland Local 407, the big trucking local there, until he was defeated by Sam Theodus in 1981.

## Albuquerque, New Mexico

# ABF on "Cooperation" Bandwagon

Arkansas Best Freight, ABF has gotten on the labor-management cooperation bandwagon. During the Fall Employee-Management communication meetings were kicked off in Albuquerque with the stated purpose of "providing an open forum for the free exchange of information and

Presser's man Kinney and other pals of his opened shop promptly as management. It is not known if Jackie provided them with a letter of recommendation.

## "I know how the union thinks."

None of these former Teamsters seems to feel there is anything wrong with this behavior. We called Vernon Bennett and he stated it was a natural to go from Teamster official to union busting: "It's an advantage, I know how the union thinks and can better deal with their organizing efforts." When asked about receiving multiple pensions paid for by Teamster members' dues, he said he was going to make an "outright cash settlement" soon. Perhaps he can invest our dues dollars in expanding his consulting

ideas."

While the idea of Quality Circles and labor-management cooperation is common in some industries, it is relatively new to trucking. Preston Trucking has been one of the few companies to use this management tool. A small example of their system is that all employ-

# TDUers Cited for Helping Others

Two TDUers have recently been recognized for their willingness to take on tasks above and beyond the call of duty. Though neither is anxious to brag or publicize their stories, they did agree to let their stories be published in *Convoy Dispatch*. We would like to encourage other TDUers to let us know about Teamsters in their areas who have done something special, so that we can add them to this column in the future.

Paul Collier is a Syracuse, New York Local 316 TDUer and route-driver for Terrells Potato Chip company. But for dozens of homeless people and families in Syracuse Collier is the self-sacrificing friend who serves hot breakfasts to them every weekend morning, rain or shine.

Two years ago Collier bought a

panel truck from a local farmer for \$1,000. Inside he set up a grill on which he cooks breakfast for about 70 to 80 people, parking in front of an inn that provides shelter for homeless men. Area churches help him out with the donation of cafeteria space and some small donations, but Collier, his wife, Carole Hayes Collier and a volunteer do all the work.

"It's just friends helping friends," Collier says. "If your brother falls down, you are going to help him up without asking questions. This is similar to that."

Collier calls his truck the "Catholic Worker on Wheels" and his interest in the labor movement and unionism is reflected by the pictures of Eugene Debs and Big Bill Haywood that hang in the kitchen of his truck. He also

points out that the truck has come in handy at picket lines. In November Collier was recognized by the Syracuse newspaper for the work he has done.

## Roadway Driver Aids in Capture of Rapist

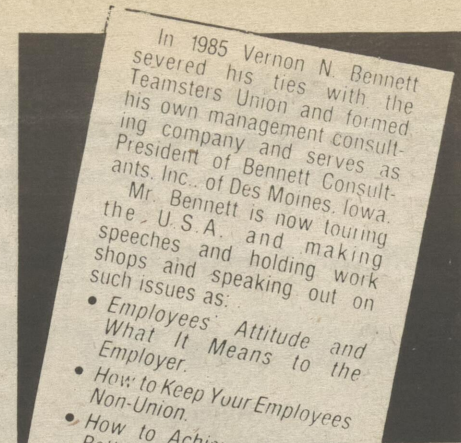
Denver Local 961 TDUer and Roadway driver Angela Kircher also came into the limelight recently, when a newspaper did a story on Kircher's role last August in the capture of a rapist.

One early morning Kircher was making her bid run when she heard some drivers discussing the rape and beating of an 84 year old woman. Police were looking for the woman's attacker and the drivers said they may have seen a hitchhiker in the search area. The sun was just rising as she came across a man hitching a ride.

She slowed the truck to a stop and pulled over while at the same time trying to reach a police car she had seen drive past on the CB. There was no response to her CB call and by this time the hitchhiker had nearly run up to her door. She started up and travelled a short distance down the road and stopped again, totally confusing him. He ran after her truck but she pulled this maneuver a couple more times.

Finally, a pickup travelling the other direction picked up her CB call and stopped to notify the police officer several miles down the road. After that the police had an easy time arresting him.

For her part in the arrest the Colorado State Patrol gave Kircher an award for being a "Pro" on the highway.



A brochure put out by former IBT official Vernon Bennett makes it clear which side of the fence he is on now.

business.

If you agree that we should not be paying from our IBT treasury for these folks who specialize in "how to keep your employees non-union", perhaps you should consider joining TDU, the movement of Teamsters who believe our union should be of, by and for the members.

ees, hourly or salary, are called "associates". On the national level, Trucking Management Inc. and the IBT have kicked off their own version of a committee.

Local 492 Teamsters at ABF are reportedly taking a cautious look at this plan. For a number of years the Albuquerque Terminal was the site of an aggressive campaign by some management personnel to harass, threaten and intimidate union employees into greater and greater production. During that time two management people, a clerk and dispatcher were shot and killed and a foreman wounded by a dockworker. Many members felt that the inhuman treatment dished out by management caused much of the stress that led to this incident.

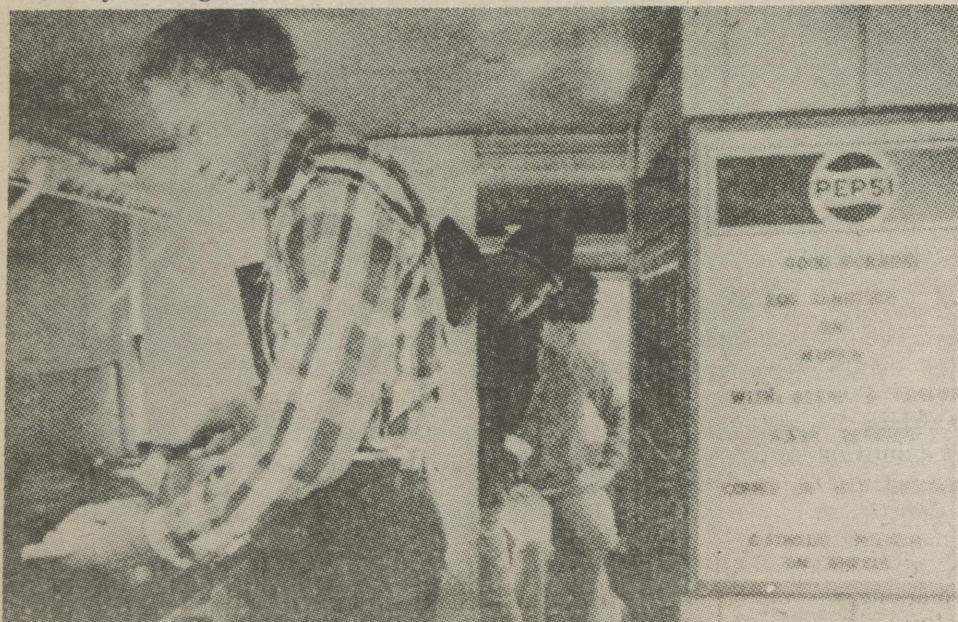
As well as setting up some meetings and getting out the newsletter ABF has also initiated what they call the "Quality Improvement Process". They have produced a form on which problems and suggestions can be filled in and then sent to what is called the "Corrective Action Committee", based at ABF headquarters. According to directions the form is to be used after an attempt has been made to clear up the problem with immediate supervision.

Albuquerque management has been hard pressed to find volunteers for its local committee: reportedly only a couple of union people are involved. As of this date no more meetings have been held. One member pointed out to CD that the mistrust created by past actions of management will stay in these workers minds for some time.

Teamsters interested in "Quality Circle" programs should order *Inside the Circle: A Union Guide to Quality of Work Life*, by Mike Parker. Copies are available from TDU, \$10 per copy.

## Correction

An article in CD #67 titled "Kansas City Local 41 Fears Bylaws Amendment" incorrectly identified Dale Holland as a BA. Holland was formerly a BA with the local.



TDUer Paul Collier serving up breakfast for homeless in Syracuse.



## Ex-Presser Judge Tied to Shakedowns

On February 2, 1987, new documents were unsealed in the Presser ghost employee trial, revealing a labor-management kickback scheme between Jackie Presser and U.S. Federal Judge John Manos. Manos earlier excused himself from the Presser case, in part because of "reasons best known to me." The allegations came in the testimony of Allen Friedman, Presser's uncle and previously convicted ghost employee.

Friedman's testimony dealt with Presser's role in the Hotel and Restaurant Workers Union in Cleveland. Friedman told the Justice Department that Presser would cause problems at a restaurant (such as a "stink bomb"), and Manos (the Cleveland attorney) would go to the owner and tell him he knew the union people and might be of help to the owner. Manos would be hired by the owner and a sweetheart contract negotiated, the report charges.

Attorneys from the Justice Department showed the materials to Manos on June 15, 1986. On June 16, Manos excused himself as judge on the case. When questioned on the matter, Manos denied the allegations had anything to do with his decision to step down. Also revealed were the details of Allen Friedman's grand jury testimony in which he discussed the workings of the ghost employee scam.



Allan Friedman leaving U.S. Court in 1985. "Jackie got caught with his hand in the till," Friedman testified, "and the International got him kicked out. That was the Hotel and Restaurant Workers Union in the 1950s."

Save the Date

**TDU Rank and File Convention**  
**October 9, 10, 11, 1987**  
**Windsor, Canada**  
**(Next to Detroit, Michigan)**

## Does Democracy Make a Difference?

In last month's *Convoy Dispatch* we reported on the election victory of a rank and file slate in New York Local 138. The new officers of the local faced an enormous challenge when they took office on January 1, 1987: there were 19 contracts to be negotiated by a February 1 deadline. Nevertheless, they have done well under this high pressure situation and, with President John Georgopoulos in the lead, have settled all of the contracts without accepting concessions.

When negotiations began it was assumed that the employers would try to take advantage of the inexperience of the new officers—and they did. Key

Food, the most difficult employer, made concession demands on all issues, including a strong demand for drug testing language like that in the freight contract.

The determination and open communication paid off. Key Food agreed to wage increases of 75c/50c/50c over the three year contract, and also agreed to improvement in the medical and dental plans. Progress was made on pension contributions as well, with a pattern set by the previous administration of limiting increases to \$2 per week, per year broken and replaced with increases of \$2/\$6/\$7 per week over the contract.

The bargaining committee was also able to fend off management demands for drug testing and requirements on production standards. They also won the removal of a hated contract arbitrator.

Other employers settled to similar terms, although slightly lower wage increases were secured in the depressed wholesale food service industry.

Does it pay to run a local democratically? Local 138 members and officers have shown that it does.

## PIE Scam on Road Casual Rate Stopped

Donald J. Landis  
PIE

Local 773, Allentown, Pennsylvania

This is a happy update to an item that appeared in the December, 1986 Freightlines column of *Convoy Dispatch*. I am the Allentown PIE yard jockey who was being paid casual road pay for trips run on my day off. At that time, we informed the business agent that full pay for seniority drivers had already been awarded to others, but he laughed and told us, "Somebody is pulling your leg."

Based on information and help we got from TDU, we went ahead and filed anyway. This led to a stormy grievance panel hearing during which the transportation manager bitterly protested that a deal had been struck on this matter. The business agent agreed to do further research, and quickly found a ruling by the Eight Cities Joint Committee.

He then instructed the company to pay the full contract rate. It took another two months, but I finally collected. Thanks to TDU's help and information, we put a stop to this illegal practice at our barn. It pays to read *Convoy Dispatch*!

## Toledo "Light Duty" Pay Halted

In the last issue of *Convoy Dispatch* we reported that Teamsters receiving workers' compensation were being forced by PIE to return to work to perform light duty tasks like maintenance at the pay rate of \$5 per hour. This month good news was received from Toledo stewards who told us that a grievance has stopped this practice by the company.

Business agents in some locals have only been telling members that they are forced to accept light duty work, by law, if they are physically able and the company offers it. What they have been forgetting to mention is that although you can be made to accept light duty work, the national freight contract prohibits the lower wage rate. Members and business agents in other locals should move to stop this contract violation in their locals, as it has been stopped in Local 20.

## Convoy Dispatch by the Bundle!

For just a few dollars each month, you can get a regular bundle of *Convoy Dispatch* from TDU. Keep the Teamsters you work with informed about latest developments on contracts, important legislation, local elections, and rank and file actions. Subscribe today and we'll start your bundle sub with the next issue. You'll be billed for future bundles.

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City ☐ Road ☐ Dock ☐ Warehouse ☐ Other ☐

Bundle size: ☐ 10 (\$3) ☐ 20 (\$4) ☐ 50 (\$5) ☐ 100 (\$9)

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210  
(Names are kept confidential from employers and union officials.)

## TDU Meets

**Rhode Island/Eastern Massachusetts**  
Pension Workshop  
Saturday, March 7  
10 am  
Westwind Restaurant  
Route 152 (off I-95 S)  
South Attleboro, Massachusetts

**Atlanta**  
Saturday, March 7  
7:30 pm  
College Park Fire Department  
Sullivan Road  
College Park, Georgia

**South Carolina**  
Saturday, February 14  
1:00 pm  
Greenville Quality Inn  
Laurens Road  
I-85 and 276  
Greenville, South Carolina

**Wilmington/Twin Oaks**  
Carhauled Meeting  
Sunday, February 15  
2 pm  
Howard Johnson's  
I-95 at 896  
Newark, Delaware

**Wisconsin/Northern Illinois**  
Educational Conference  
Sunday, February 22  
9 am to 3 pm  
VFW Post 2874  
2601 West Wisconsin Avenue  
Milwaukee, Wisconsin

**Charlotte**  
Monday, February 16  
7 pm  
Quality Inn  
Little Rock Road and I-85  
Charlotte, North Carolina

**Local 391**  
Sunday, February 15  
2 pm  
Sheraton Inn  
Wrightsville Beach, North Carolina

**Sacramento**  
Saturday, February 28  
10 am  
Musician's Hall  
2623 1/2 J Street  
Sacramento, California  
Call (916) 739-0815 for more information

**St. Louis**  
TDU 600 Meeting  
Sunday, February 15  
11:30 am (following Local 600 meeting)  
Amvets Post 88  
8449 N Broadway  
St. Louis, Missouri

Tribute to Cliff Coonley  
Saturday, March 7  
7:00 pm  
Spaghetti Factory  
For more information contact:  
PO Box 22572, St. Louis, MO 63147

**Fresno, California**  
Friday, March 6  
Two Meetings:  
8 a.m.  
at Tiny's Olive Branch  
Olive & Hwy 99

7:30 p.m.  
Dicicco's  
Clinton Ave. & Weber

**Southern California**  
Sunday, March 8  
10 a.m.  
Guirado Park  
5760 Pioneer Blvd.  
in Whittier (off Beverly Blvd.)

**Barstow & High Desert Area**  
Saturday, March 7  
Two Meetings:  
Noon and 4 p.m.  
Guest Speaker:  
TDU Organizer Ken Paff  
Lenwood Fire Hall  
Barstow, California



# TDU on the Move

## Eastern Mass. and Rhode Island

On Saturday, January 10, over 50 Teamsters from Rhode Island and Eastern Massachusetts met to organize a new TDU chapter. The meeting was a success not only due to the large show of interest, but also the representation from grocery, carhaul, freight and UPS Teamsters. Members from every major local in the area came together to exchange information and plan how to build TDU.

Discussions were held on drug testing, legal rights, and the upcoming UPS contract. There was also a report on the history of the rank and file movement in our union. On Saturday, February 7 the chapter conducted their steering committee meeting, discussed plans for a March meeting on pensions and a May meeting on drug testing and also formalized the interim chapter leadership committee.

## Brockton, Mass. Bylaws Amendment Targets Strike Pay

Brockton Local 653 members have submitted an amendment to their local's bylaws aimed at increasing strike benefits. The amendment, which was submitted in January by ten Local 653 members, will be voted on at the April 12 union meeting.

Brockton TDUs point out that they feel this increase is an important tool in defending contracts and conditions

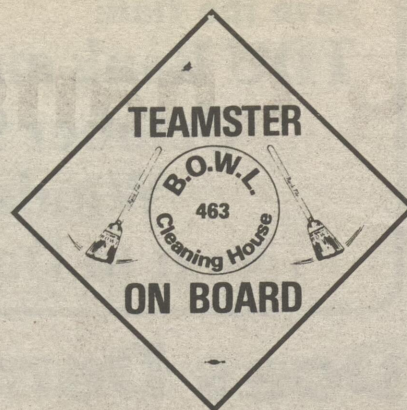
since the current IBT top benefit level of \$55 per week is way too low. They also point out that when Presser and others opposed a motion for increased benefits at the IBT Convention last May, they suggested that locals could decide to raise benefits if they felt they could afford it. Any Brockton members wanting more information on this amendment or on the local's bylaws can contact a TDU member or the TDU office.

## Denver on the Move

Denver Colorado TDUs in Local 961 recently submitted an amendment to their bylaws to change to elected stewards. Members in this local, many of whom work for Northwest Transport, see this as an important way to bring better representation and democracy to their local.

## Dallas TDU Meeting

On January 10, 1987 TDU held a first-ever organizing meeting in the Dallas area, with active members present from most of the large trucking companies and other major employers. TDU Organizer Ken Paff, who addressed the meeting, pointed out that this was not a public event but a meeting for TDUs interested in building TDU. He reports, "It was a good representative group and a good start. We look forward to growing in the Dallas area in 1987."



*In late 1984 several members of Philadelphia Local 463, angered over a recent concessionary contract and poor representation from the local, got together to change their local union. BOWL (Better Opportunity With Leadership) was formed as a rank and file group dedicated to bringing the local back to the membership.*

*After intense organizing and hard work, BOWL announced they would challenge the union administration that had run unopposed in local elections since 1964. In the late 1985 election, the BOWL slate was defeated by a very slim margin. BOWL supporters then protested the election and won a ruling from the Department of Labor (DOL) that ordered a DOL-sponsored rerun of the election to take place no later than April 20, 1987. The DOL cited Local 463's "allowing fraudulent votes to be cast, denial of observer rights, denial of the right to vote for some members and permitting ineligible people to vote."*

*The BOWL story is one of tenacity, dedication and a belief in the members' right and ability to control their local union. BOWL has grown from a small group of activists into a strong force in Local 463. We interviewed Jerry Leech (Schmidt Baking); Walt Butler (Continental Baking); Rocky D'Alessandro (Strohman); Joe Di-Nenno (Entenmann's) and Ann Di-Nenno (Joe's wife and active member of BOWL).*

*Leech: We started getting together around our own problems with the representation and the contract in the bakery industry, and have evolved into something else—a voice for the membership to achieve real change. Of course, we are running for office, but over the past three years we've found that real change takes more. We found the rank and file all over this local were*

# B.O.W.L.

experiencing the same types of problems. We found we weren't unique in getting screwed. The worst thing about our local is that nobody knows anything about other members. Nobody's encouraged to attend union meetings. We've had to build solidarity. We've united various jurisdictions. We study up on our rights and responsibilities as unionists and encourage others to do the same. Basically, we've hung in there.

*Butler: Union meetings used to be nothing. No one spoke up out of fear of being ruled out of order. No one opposed anything. We've changed that. Democracy is catchy and the rank and file in Local 463 caught it.*

*D'Alessandro: The backbone of this union is the membership and the stewards are the organizers. That's why one of the first things we want to do is change the bylaws to have elected stewards and then set up a training program for stewards. A steward should have some background*

*B.O.W.L. has grown from a small group of workers to an election committee a group with staying power. Win or lose, B.O.W.L. has already changed the*

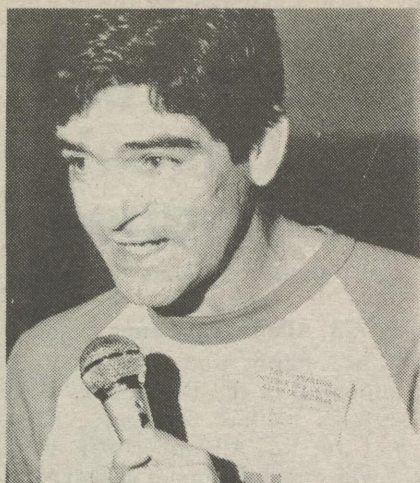
into how to solve things, and in how to get things accomplished. Jerry went to the organizers' school conducted by the Joint Council and the International Union—something no one knew about and no one in the local told us about. We had to go and learn ourselves. This is what we're about. We know working people aren't dumb and we believe in an educated membership.

*Joe Di Nenno: We've got lots of problems that can only be solved by the members. Take representation for example. You've got to demand it. In the past you'd give the BA a call and then you wouldn't hear from him. We demanded representation. Now people are seeing their BAs. We've been available every hour of every day for the past three years. We pledge to pay*

## JOIN TDU

Mike Ruscigno  
Trustee, Local 138  
Long Island City, New York

*Our freedom in America we always take for granted. Our freedom in the workplace we leave for the union to protect. TDU teaches us how to protect our rights, and how our union can be democratic and work for the members. TDU educated me about laws I never knew existed, laws that give us rights as workers and union members. Join TDU, become educated and aware of your rights. Protect your freedom.*



## Membership Application

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Phone \_\_\_\_\_ Company \_\_\_\_\_

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐

Construction ☐ Production ☐ Other \_\_\_\_\_

☐ \$25 membership fee—for one year's membership & subscription to CONVOY DISPATCH.

☐ \$60 three year membership fee. (\$10 of this shall be rebated to the local chapter.)

☐ \$15 annual dues for spouses, retirees, and Teamsters who gross less than \$12,000 a year.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210  
(TDU membership is kept confidential from employers and union officials.)



During 1986 BOWL members were active in supporting the TDU Right to Vote campaign. Above, getting signatures on the Right to Vote Petition.



# L. Organizing Changes Local



A big part of the BOWL strategy has been to maximize contact with the membership by getting out to all shops in the local and distributing literature. Above left, BOWL member Walt Butler.

n a small group of disgruntled  
committee and a rank and file

Win or lose the election re-run,  
changed the life of the local.

attention to people. That's what the union is about—to help people. The other thing we have to build is this local. In the past ten years we have lost 7,000 members. Hiring an organizer isn't the only solution, though it's a beginning. You need to work with the membership.

Leech: We began to meet regularly, working out strategy and things we wanted to see accomplished and things began to snowball. A lot of people laughed at us. We educated ourselves so we would be seen as a credible group to the membership and we began to educate others. We delved into the National Labor Relations Act and other laws. We studied Landrum-Griffin, our local's finances, the International Constitution and our own bylaws. We also organized. We introduced bylaw changes in January, 1985, and turned out more people at the hall for the bylaw vote than have ever been there for a meeting. That shocked everyone. 58% of the members voted for our bylaw changes, but that didn't meet the two-thirds rule. A lot of people learned something from that.

The word got out real quick about all the people we turned out for that meeting. Then we found there were things we needed just to organize. We got ourselves a copying machine. We needed money and had buttons made and sold chances. When anything popped up in the local we were ready to get a flyer out on the streets.

We had to reach other jurisdictions besides bakery. Quite frankly, the *Convoy Dispatch* was useful in spread-

ing the word to the dairy people. We ran an article and got our phone numbers out and some people saw the numbers, gave us a call and became part of BOWL.

Butler: So we'd get our material up on the company bulletin boards, and they'd tear it down. With the help of TDU, we filed unfair labor practice charges with the labor board. And we won. All of a sudden people started thinking, "These guys have got it together, the NLRB says they're right." We knew our rights and we knew how to fight for them. We just

***B.O.W.L. has an active hard core of about 20 people who have given a big part of their lives to organizing over the last several years. This group works with hundreds of others to distribute literature and raise thousands of dollars for their campaigns. Wives and family members are a central part of the organization as is a social life that encourages solidarity.***

started following through, something nobody else in the local had seen.

Leech: We did a lot of hard work, barn-to-barn and person-to-person campaigning. We'd go out in the evenings and meet people at their workplaces. We'd be out there at four a.m. and people would think, "Who the hell are these guys?"

A lot of people are intimidated. They don't want the boss to see them talking to anyone. But, that's the advantage of going at four a.m. There's no boss around.

Ann DiNenno: The wives have been important to this, too. We were asked if we wanted to attend the weekly meetings. About four or five of the wives started to attend. Remember, we've met every Saturday night for

almost three years. And I don't know how many of the guys would still be involved, meeting every Saturday night, without their wives. We started to have some input into the literature that's put out. We've written articles for *Convoy Dispatch*. We've organized the chances that are raising money for us. And we put together the beef and beer dinners.

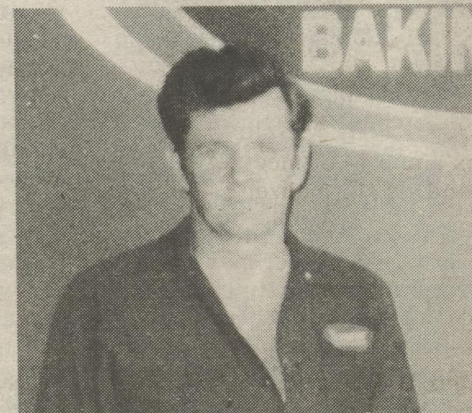
Leech: The big thing is that the wives have been there. That's the bottom line. They're really the unsung heroines. If someone needs to hop in a car and meet someone to give them literature, they're there. If one of us can't make it, they're the ones who make it. We would like to see more women involved.

Ann DiNenno: If the wives don't understand what's coming down or the importance of what we're trying to accomplish in the union, it can really be hard on a family. The best thing to do is to get involved.

Joe DiNenno: The pension in our local has always been a big concern of the membership. We pushed this issue hard and will keep on pushing. They've increased the pension benefits a little already because of our organizing and pressure. It's not enough but it's more than people would have got without BOWL. They have added an organizer, once again through our pressure. We've had more effect on this local than anything in the last 25 years. Just think what the future could be.

D'Allesandro: Everyone is seeing their BAs more than ever. We're

every undemocratic practice, every company abuse, and have built a strong group. We made these people run. We've stood up for basic democratic rights. I can't see stopping now. Leech: No matter what happens with the election or anything else, Local 463 will never be the same again. We've had that kind of impact. As long as the movement goes ahead, as long as BOWL and TDU stay alive the members never need to be in the dark.



TDUer and BOWL leader Jerry Leech.

## Entenmann's Workers Fight Transfer

While BOWL is fighting for change in Local 463, Entenmann's employees Irv Miller, Sam Mayfield, and most of their barn, are fighting simply to stay in their local and preserve their pensions. According to Miller, "We are caught in the middle. We don't have a local after years of paying dues."

Mayfield and Miller are attempting to stave off the International's move to place them in Baltimore's Local 570, an involuntary transfer that the members have been fighting since they were first told about it in April, 1986. Since 1977, the Entenmann's drivers have been under a contract with Local 463.

Miller and Mayfield feel that the transfer, or at least the timing of it, is motivated by the close election in Local 463. The Entenmann's drivers are strong supporters of the BOWL slate, and the decision to transfer them came when it was clear there would be a new election. The International maintains the transfer decision was made in 1983, but has never explained why it was postponed for over three years.

Because the two locals have separate pension plans, the transfer may mean these members will lose all or some of their pension credits, a problem the Entenmann's members have tried to solve by urging establishment of a reciprocity agreement between the two locals' funds. Although they filed internal union charges, the International has denied the members a hearing on their transfer and pension rights. Mayfield and Miller have also filed charges with the NLRB, claiming that they have been improperly represented. According to Miller, "We are not going to quit fighting."

constantly getting compliments from the members on what a difference there's been in the local since BOWL and TDU have been around.

Leech: To my knowledge this local has never filed charges with the Labor Board against a company. They don't seem to know anything about it. BOWL has filed more charges against companies in three years than the union ever has. We've been taking care of business.

Butler: It's been an uphill fight. These guys have been in office for 26 years. They haven't been challenged in 26 years. We've had a series of officials that weren't elected. They were appointed and the jobs were handed down from one man to another. We challenged that. We've challenged



## On the Frontlines of Fight Against Union-Busting

# Austin Local P-9 Wife Speaks Out

In February *Convoy Dispatch* interviewed Barb Collette, wife, mother, and head of the Local P-9 Support Group in Austin, Minnesota. Barb's husband and some 840 others have been on strike against union-busting by Hormel Corporation for over a year and a half. The strike has made news because of the remarkable solidarity shown by the unionists involved, and because the families have taken up the fight, and continue it today with the boycott of Hormel products.

**CD:** Obviously during a strike everyone has responsibilities. What contributions specifically have women made to the strike?

**Collette:** Women play a big role not only in the kitchen. They have helped equally on the picket lines and attending demonstrations. We have been one of the most powerful forces during the strike. We didn't play the role society would expect and stay in the background. We have pushed the men to do what is right because our considerations haven't been just for our husbands' jobs, but for our sons' and daughters' jobs.

The whole family has been involved. That's a real powerful thing because we aren't looking at the bread and butter that would be put on the table next week, but what would happen to labor if we didn't stand up and fight, in the next 20 years. Some of us have children who are graduating during this time and we looked around at the labor movement and thought, "My God, if this continues, for the first time in the history of the USA our children will be worse off than we are."

Because of these things women

stood up and screamed much louder. We have been out on the road just like the men. We have been talking about the strike and what Hormel has done to them. We direct meetings, and committees of both men and women organize the demonstrations.

**CD:** Did you always feel that way or were the women reluctant at first to take on these types of roles?

**Collette:** In September of 1984, about a year before the strike, five or six women got together and realized what was happening looked like it was going to end up in a strike. The company slashed wages, among other things, so the women met and started making lists of things they could do when it happened, like the food shelf, a clothing exchange, leafleting, and other things traditional with strikes. So a year before the strike we got people together and got prepared to let Hormel know we weren't going to take it anymore. It was a different kind of strike from the beginning.

**CD:** How was it different?

**Collette:** We involved the women quickly. That was because we were educated. The wives were encouraged to come to the union meetings and the support meetings were specifically for them, to let them know the reasons for the strike.

**CD:** What are some of the greatest obstacles you faced?

**Collette:** Well, this is just my opinion, but Austin is a company town. We have the Hormel Credit Union, the Hormel plant, Hormel donated money to a certain church, sports groups, the YMCA has a huge Hormel-financed program, and there is the Hormel

Nature Center. There's even a Hormel executive on the City Council. They have members on the board of education.

We are trying now to fight the schools because of the advertisements of Hormel products in school. The kids have actually been sent home with math sheets and on the back are Hormel advertisements.

**CD:** How have your children reacted to this situation? Have they changed?

**Collette:** Yes, they have. I have an 18 year old daughter who was 16 when this started. She was a middle class child who pretty much had everything she wanted. During the most important part of her life she has had to get a job and tried to save her own money for college. There has been nothing bought for her for over a year. Maybe that will make her a better person when it's all over. She has a very mature attitude and has learned to put priorities in order. She knows what's important and what's not.

**CD:** How have you changed as a result of this strike?

**Collette:** A year and a half ago when my husband voted to go on strike I said, "No, you can't do this to me. We just bought a beautiful house, we're making large monthly payments. We have all the material things we have always wanted. We're on Easy Street now. You can't destroy all that." Then I went into the bathroom and screamed bloody murder. I saw everything we worked for going down the drain. I stayed that way for about 4 months. Then I decided to educate myself. I read all about Hormel and how they became so entwined with Austin. I



Local P-9 woman leafleting a grocery store.

went to the union hall. The more I read the angrier I got. About that time the National Guard came to Austin. They came at us with their jeeps and their guns. All my illusions about the government and fair play were gone.

I had always believed the line Hormel gave us about how good Hormel was for the town and the people. I believed if Hormel prospers, so does the town, my husband, my father, and I would prosper. Suddenly I'm forced to work at a company that is breaking my wages to a level where I may lose my house whether I go on strike or not.

**CD:** So there were a lot of eye openers?

**Collette:** Yes. We don't all in the Support Group agree politically, but we all believe it is up to us to change the system. As it stands the system is for the rich and the corporations. I'm sick of being told that companies have to stay competitive. Who in the world are they competing with? But that isn't what our struggle is about. It is about jobs and getting them back at the Hormel company.

## Watsonville Strikers Picket Bank

On January 17 some 300 Watsonville Canning strikers met to plan action against Wells Fargo bank, the largest in Northern California. The Local 912 Watsonville Teamsters have been on strike for 17 months against the union-busting of their employer, and are tired of getting the run-around from top IBT officials.

Wells Fargo is a major financial backer of Watsonville Canning, granting an \$18 million line of credit just before the strike and an additional \$5.5 million in September, 1986 when the company was up against the wall. Reportedly the Teamster Affiliate Plan and related pension trusts have \$800 million in the bank. The bank is also susceptible to pressure due to the fact that all of its operations are in California.

At the 1986 Teamster Convention a resolution was passed that action be taken in support of the "Watsonville 1,000." The strikers are now moving to implement the resolution by starting informational picketing at the Wells Fargo bank offices. Recently, the owner of Watsonville Canning, Mort Console, indicated he may be interested in a negotiated settlement. As yet, nothing has come of that, but the strikers are hopeful that increased pressure will heighten Console's interest.

## Show Your Pride in TDU

Order a TDU Jacket, Vest, Hat or Sweatshirt Today!

**The TDU Hat** is blue and white with the TDU emblem in red, yellow and blue on the front. It's made of tough, "breathable" nylon mesh, and adjusts to all sizes. Prices: \$6.50 each, \$5.00 for orders of 5 or more.

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| Vests                | _____ | _____    | _____ |
| Hats                 | _____ | _____    | _____ |
| Crewneck Sweatshirts | _____ | _____    | _____ |
| Zipper Sweatshirts   | _____ | _____    | _____ |

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Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

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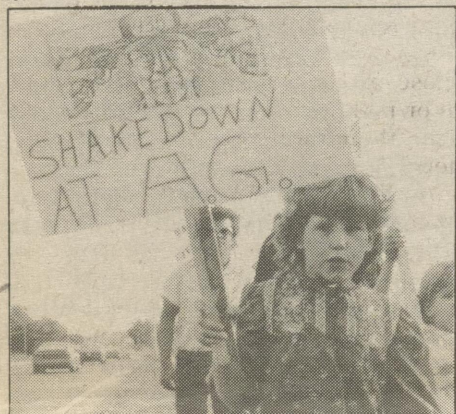


## Some Locals, Members Successful in Fight Against Concessions

# Grocery Industry Giveback Push Continues

Recent figures show that the grocery industry is a profitable one. The two leading wholesalers, Super Valu and Fleming, both of which have Teamster contracts, have had their profits go steadily upwards in recent years. TDU has also studied six-month financial figures from 1986, which show that other Teamster wholesalers and retailers, such as Wetterau, Albertson's, Kroger and Safeway, are all operating profitably.

Nevertheless, grocery Teamsters around the country are still faced with demands for concessions. For example, Safeway recently sent a letter to all its employees, threatening to close or sell all its divisions which didn't offer concessions. The letter stated, "We will be asking for concessions in those areas where disparity is a problem. And we make no bones about it."



However, rank and filers have fought back over the past year. For example, drivers and warehousemen from Associated Grocers (AG) in Denver are waging a strong battle for their jobs, or other compensation for their years of service, in the face of their company's assets being bought by Super Valu. Before closing, AG had sought givebacks and tried to provoke a strike, but the members hung tough. Denver Local 435, under the leadership of Secretary-Treasurer Linda Gregg and BA Michele Hobart, both TDUs, used in-plant solidarity tactics and corporate research to fight the

concession demands. For example, the AG rank and file found out that the company was for sale, even though company officials lied about it. Local 435 officials were able to show that mismanagement, not labor costs, was the source of the company's trouble. Super Valu is now trying to deny jobs to the former AG employees, but Local 435 continues to build rank and file solidarity and fight for justice.

In the past year, we have seen fighting spirit in places like Fort Wayne, Indiana Local 414, where workers at Super Valu's Food Marketing, Inc. division fought a 13-week strike against concessions with no one crossing the picket line. The rank and file also stood up to management in Des Moines Local 147. Last year, after Super Valu tried to impose subcontracting, elimination of the COLA, and a freeze on wages and pension contributions, the members went on strike and defeated all these concessions.

One crucial factor in Local 147's fight was that they weren't fooled by the company's sweet-talking. Before and during negotiations, management had been putting on their best face, all the while trying to pit one department against another, one shift against another, etc.

### Two-tier Attacks Continue

A major part of the grocery industry attack has been two-tier wages. In every part of the country, new hires are working for two years or more before reaching full scale. In many cases, part-timers never reach full scale at all. One Detroit grocery TDUer told CD that in his local, people at full scale often take the attitude of, "I don't want to see this guy making the same amount as me because I can do the job better."

### Productivity Standards: Management's Favorite

Productivity continues as another grocery management favorite. Bob Dubian, secretary-treasurer of Con-

necticut Local 559, warns, "You better have language in your contract" to cover any use of productivity standards. The truth of this statement is reflected in, for example, Green Bay Local 75, where there is no contract language protecting members and Super Valu has unilaterally imposed ever-increasing production standards, being especially hard on the selectors. One Boston warehouse, which has no contract protection, requires workers to move 1,600 pieces per day.

There are pluses and minuses to having productivity language in a contract. Even when there is language, the rank and file still has to watch out for company attempts to impose higher standards. In New York last year, White Rose and Key Food agreed to a contract with Local 138, then implemented separate productivity standards for new hires, which had not been agreed to in the contract, before it was printed up! That issue is now in court.

Throughout the grocery management attack, lack of union coordination and isolation have worsened rather than improved. One New England TDUer told CD that his local officers "never tell you anything about the other locals... If it wasn't for the TDU meetings I attended, I wouldn't know what the union meetings were about." Rank and filers in Billings, Montana Local 190 at Ryan's, Inc. report that not only are they isolated and kept in the dark about other locals, but their

officials have let the company short drivers on mileage pay, and let the grievance procedure become a sham.

An encouraging development came at a recent meeting of the Western Conference, where a resolution introduced by the policy committee was unanimously adopted. It read in part:

*"... be it resolved that this convention go on record in support of communication, coordination, and cooperation between all Western Conference of Teamsters local unions with grocery jurisdictions, and further that this convention go on record in support of a joint campaign by all Western Conference local unions with Safeway contracts to preserve the jobs and contracts of Safeway Teamster members, and further, that the Western Conference of Teamsters provide any and all means of assistance possible to the local unions involved to accomplish these goals, including calling together a meeting of the involved local unions."*

In the words of one TDUer, "We work damn hard and we deserve good pay and we deserve what we get." More and more grocery Teamsters are joining TDU's nationwide grocery rank and file network. TDU is the only organization that is uniting grocery Teamsters coast-to-coast to fight for decent wages and dignity on the job. Change isn't going to come easy in the grocery jurisdiction, but with an organized rank and file, it can happen.

## Grocery Bag

### Spokane Drivers Get Contract.

In our last issue, we reported that Spokane, Washington Teamsters at West Coast Grocers (a division of Super Valu), United Retail Merchants, and Safeway had been working without a contract. Local 690, representing drivers, recently agreed to a contract which provides for a 50c raise in the first year (bringing full-scale pay to \$14.38/hour), and a \$400 bonus in the second and third years. The contract, which passed by an 86-79 vote, also allows for a 4/10 work week and a mileage rate of 31.7c/mile, after 125 outbound miles.

### Safeway Expanding in North Texas After Threatening to Sell.

Safeway has announced plans to open a new store in Dallas this summer, the 144th Safeway store in the North Texas division. Lately, Safeway has been threatening its employees in North Texas with closing or selling their division unless concessions are given, but now seem to have decided to stay in the area.

Safeway is one of the most profitable companies in the grocery business, and the supposed need for concessions now is because of a corporate restructuring that Safeway went through in 1986, to fight off a takeover attempt.

### Denver Fights Tactics of Super Valu's Imported Scabs.

Super Valu is reportedly using racism and scabs, imported from last summer's Fort Wayne strike, to disrupt rank and file unity in Denver. The issue came to light after a black Super Valu driver was fired and subjected to racial slurs by his dispatcher. Soon afterwards, a white co-worker attempted to run him down with a truck. This co-worker was one of at least two Fort Wayne scabs, who were brought to Denver and given a job and a place to stay by Super Valu. He is also being represented by a company attorney in this incident. Both Local 435 and the district attorney are investigating the matter, and the incident has prompted a Denver city councilman to request a national NAACP investigation into Super Valu's hiring practices and treatment of minority employees. Meanwhile, a coalition of black community leaders in Denver has scheduled a prayer breakfast for Lincoln's birthday to organize public pressure on Super Valu.

## The Top 10 Wholesalers

Ranking by sales for fiscal 1986.

|                                |                |
|--------------------------------|----------------|
| 1. Super Valu                  | \$7.91 Billion |
| 2. Fleming                     | \$7.09 Billion |
| 3. Wetterau                    | \$3.48 Billion |
| 4. Wakefern                    | \$3.0 Billion* |
| 5. Malone & Hyde               | \$2.8 Billion* |
| 6. Scrivner                    | \$2.8 Billion* |
| 7. Roundy's                    | \$1.81 Billion |
| 8. Certified Grocers of Calif. | \$1.80 Billion |
| 9. AG of Kansas                | \$1.57 Billion |
| 10. Super Food                 | \$1.40 Billion |

\* Estimated



## From Around the Country

# Carhaul News and Notes

**CCI management in Southern California** recently tried to get the best of both worlds, but got caught. They told drivers a new running mile haul from the Corvette Plant in Bowling Green, Kentucky had been accepted in a vote and would pay just the flat rate for loading, instead of the Western Conference's on-the-clock system. Some sharp work by the steward and BA put a halt to that. It turned out the terminal manager had been "misinformed" by higher CCI management. Also, in Bowling Green, we hear that 15 jobs are being added with the bottom 10 to work as sleeper teams on the running mile.

**East Coast owner-operators** face changes as a result of the monopoly trend in our industry. Following the merger of **KAT and Dixie**, the merged boards in Portsmouth, Baltimore and New Jersey will operate under the HSI label, while Smyrna, Tennessee drivers will keep Dixie on their doors (and lose 10% of the revenue when they "trip lease" from the new HSI

terminals. This ripoff has been approved by the committees before and needs to be cleared up in the next contract. Following Leaseway's buyout of **NuCar and ARCO**, New Jersey owner-operators have been told they'll have to become company drivers. Will Leaseway pay fair value for the trucks? Not unless the union makes them do it.

**Anchor in Lansing** unilaterally imposed a \$40 cap on motel bills last year. Driver Alex Kubilis recently won repayment and a ruling from the Michigan Department of Labor Wage and Hours Division. Further violations could result in fines for Anchor. State labor regulations vary, but looking into your state rules may help you get some of the money denied to you.

**CCI Chicago** management has yet to run out of nerve in the pick-pocket business. They are charging drivers an extra 8c per mile in Indiana to pay a road use tax. Guess who's supposed to pay that under the contract? Meanwhile, a 13 count complaint has been filed with the NLRB by the driver's

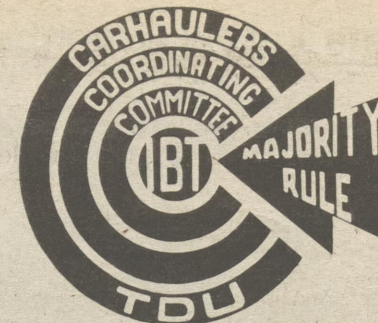
covering the illegal ripoffs and failure to bargain. After a year of frustration, the Chicago drivers and their steward got some backing at the Wisconsin grievance panel for their demand that CCI provide them with the information required to prepare grievances. And we are pleased to report that their BA has recently been speaking up more vigorously for them than in the past. Who knows, if Local 710 does their job, maybe it won't be necessary to file charges at the NLRB.

Elsewhere in **Chicago Local 710**, at **JATCO**, we're sorry to report that the local has still not responded to the drivers' wish for a new stewards election, despite two petitions requesting it.

**Western Conference members** are furious about a recent clarification on the retraining program. A memo has gone out which says this is solely an employer option, which runs counter both to a Central/Southern memo on the subject and grievance panel decisions.

**Southern California PMT rail loaders** in Local 495 have been getting steady pressure for concessions from management. Now the company is attacking their daily and weekend overtime pay.

**Auto Convoy** members in Shreveport are frustrated that management often cites previous grievance panel decisions at hearings, but that stewards are not provided with all the decisions affecting the company. This is especially important since Auto Convoy has a company-wide rider.



## Carhauleders' Conference May 1-3

The next year will be a busy and important one for carhauleders who want to assure the future strength of our contract. To educate ourselves and all carhauleders, to build a communication network to equal management's, to influence our union's position in next year's bargaining—to meet those goals the time to start is now. Rank and file carhauleders will get the chance May 1-3 at the beautiful Sawmill Creek Resort on Lake Erie near Cleveland.

Besides planning sessions, workshops and special company meetings, there will be time to talk informally with the best group of carhaul stewards and activists you'll ever meet.

Register now to reserve your space. If you will be flying to Cleveland, take advantage of discount air fares by getting your tickets before April 1. If you want to work for a better contract and enforcement, call us and we'll send you a registration blank. If you can't make it, start a collection at your terminal to send a delegation. The final agenda has not been set, so let us know what you'd like included.

## Year-End 1985 Profits

| Company                   | Revenue            | Net Profit After Taxes | Operating Ratio |
|---------------------------|--------------------|------------------------|-----------------|
| Commercial Carriers       | \$176,264,000      | \$4,534,000            | 94.26           |
| Complete Auto Transport   | 255,772,000        | 12,559,000             | 90.92           |
| Janesville Auto           | 62,847,000         | 3,477,000              | 91.26           |
| M&G Convoy                | 98,485,000         | 2,699,000              | 96.54           |
| Fleet Carrier             | 37,758,000         | 4,096,000              | 85.75           |
| Transport Storage         | 11,110,000         | 480,000                | 96.66           |
| <b>Ryder Group</b>        | <b>642,236,000</b> | <b>27,845,000</b>      |                 |
| Anchor Motor Freight      | 408,309,000        | 20,622,000             | 92.11           |
| Leaseway Motorcar         | 26,299,000         | -2,917,000             | 108.40          |
| Arco Auto Carriers        | 10,497,000         | 358,000                | 95.05           |
| NuCar                     | 116,605,000        | 2,077,000              | 95.05           |
| <b>Leaseway Companies</b> | <b>561,710,000</b> | <b>20,140,000</b>      |                 |
| Auto Convoy               | 64,749,000         | -872,000               | 99.77           |
| Cassens Transport         | 65,796,000         | -121,000               | 99.55           |
| Convoy Company            | 50,428,000         | 2,686,000              | 95.08           |
| Jack Cooper               | 125,392,000        | 4,351,000              | 89.01           |
| Dixie Auto Transport      |                    |                        | 96.40           |
| E&L Transport             | 86,272,000         | 2,144,000              | 95.98           |
| Hadley Auto Transport     | 39,657,000         | 838,000                | 93.97           |
| Kenosha Auto Transport    | 56,518,000         | 118,000                | 101.10          |
| Dallas & Mavis            | 52,068,000         | 995,000                | 96.16           |
| Motor Convoy              | 104,385,000        | 380,000                | 99.02           |

Note: Revenue and net profit figures for Dixie Auto Transport were unavailable.

## First six months 1986 Profits

| Company                | Revenue      | Net Income After Taxes | Operating Ratio |
|------------------------|--------------|------------------------|-----------------|
| Commercial Carriers    | \$96,196,000 | \$3,494,000            | 92.51           |
| M&G Convoy             | 54,219,000   | \$1,429,000            | 95.69           |
| Fleet Carrier          | 18,790,000   | 760,000                | 90.22           |
| Arco Auto Carriers     | 9,652,000    | 293,000                | 96.19           |
| NuCar                  | 65,927,000   | 1,057,000              | 95.31           |
| Auto Convoy            | 34,220,000   | -405,000               | 99.41           |
| Cassens Trans.         | 34,736,000   | 2,154,000              | 93.75           |
| Convoy Company         | 31,432,000   | 700,000                | 95.88           |
| Jack Cooper            | 55,745,000   | 2,117,000              | 96.18           |
| E&L Trans.             | 50,160,000   | 1,080,000              | 95.93           |
| Kenosha Auto Transport | 29,117,000   | 504,000                | 97.69           |
| Dallas & Mavis         | 21,271,000   | 269,000                | 97.59           |
| Motor Convoy           | 59,261,000   | 514,000                | 98.41           |

Note: Six month 1986 figures for the following companies are not currently available: Complete Auto Trans.; Janesville Auto; Transport Storage; Anchor Motor Freight; Leaseway Motorcar; Dixie Auto Trans.; and Hadley Auto Trans. As soon as 1986 figures are available we will publish them.

Ryder's entire automobile division, according to *Transport Topics*, increased revenues for the first nine months of 1986 by \$27.5 million over 1985.



# Coast to Coast Contract Activity

continued from page 12  
information on what they can do.

The successful proposal meetings are really only the beginning of our work. We recently conducted a UPS rank and file meeting to discuss contract and local issues. We are also making an effort to target those people who are leaders in their circles and talking to them about getting to others.

## Florida

**Lou Woodward**  
Package Car Steward  
TDU/UPS Steering Committee  
Local 79, Tampa, Florida

In just a little under six months our contract will expire. Now is the time for each of us to get prepared. Here are several steps that we all can take to ensure we get the best shot possible at a decent contract.

- Discuss contract issues with co-workers to find out what they want to see and to raise key issues. Make sure to get literature into the hands of everyone you can by getting extra copies of the *Convoy Dispatch* and TDU contract bulletins. Target newer people, who may not know as much about the contract, and make extra sure they get information over the



Lou Woodward, Tampa Local 79

coming months. Bring up the fact that we haven't had a real contract in five years and that the new one will affect our working conditions for the next three years.

- Support TDU as much as possible. If you are not a member, join. If you are a member, get someone else to join. If your membership has expired, renew it. Doing this gives TDU the additional support it needs to continue fighting for us. The TDU legal victory giving us the right to use the entire UPS mailing list to get contract information out is reason enough for all UPS Teamsters to join TDU.

- Help organize donations for the contract mailing. The mailing will help get the truth to all members but it will also be an expensive undertaking. Plans are in the works now. Please give what you can when the time comes and encourage others to as well.

- Save money for a strike. While no one wants to go on strike, it is important that we be prepared if it should happen. By putting a little money aside each week from now until July we will be able to vote against the contract if it's not what we want and have something to fall back on if necessary.

## Supervisors Told to "Forget People Workshop"

# Memo Reveals UPS' Hypocrisy

Following an employee survey UPS conducted in 1983 they kicked off what was called the People Workshop for supervision. The idea supposedly was to teach supervisors how to deal with us more fairly. Some of us had hopes that its goal was to teach some management personnel how to act like real people. Whatever, top management has now announced the People Workshop series a success. A December 22 management memo discusses a "significant improvement in our people's opinions about how fairly they are treated." This mirrors views presented in the January *Big Idea*.

According to another memo *Convoy Dispatch* has obtained, Oakland, California twilight shift supervisors disagree. In the memo to Oakland top dog Pete Madevich these disgruntled supervisors raise sixteen points of dissatisfaction, or "topics of concern", as they call them. We reprint them here as they call into question UPS's sincerity concerning the changes supposedly made over the past several

years. For a copy of the memo please contact the TDU national office. Free to TDU members. Others include donation.

### People's Workshop Policies

A. Oakland Twilight Hub runs contrary to policies learned at the People's Workshop.

B. Supervisors told to "forget People's Workshop and just do what it takes to get done."

### Inconsistent Training

A. Some supervisors receive extensive training while others are left to learn for themselves.

B. Proper methods of dealing with on-shift worker/supervisor disputes should be taught to supervisor before he/she takes floor for first time. Also periodically reviewed.

### Coordinator-Supervisor Relations

A. Coordinators do not treat supervisors with respect.

B. Coordinators belittle supervisors in front of workers, breaks down worker respect for supervisor.

## Contract Watch

Save the date and start saving in case there is a strike. The UPS Contract expires on July 31. That leaves 25 weeks to set aside money in case of a strike and just to let UPS know that we are ready.

A new Rank and File UPS Contract News is being prepared by the TDU/UPS Committee. Make sure you are on the mailing list by using the order form on page 12 of this issue.

C. Frequent changes of coordinators cause confusion.

D. Coordinators do not follow through with changes they say they are going to make.

E. Coordinators make unnecessary job threats.

### Hours

A. Hours exceed part time description. Most supervisors work 7-8 hours per night.

B. No recognition for time put in, no incentive to do a better job.

C. With peak season approaching there is no indication of a reduction in hours, only an increase.

### Salary

A. Supervisors make less than most hourly employees.

B. No incentive for hourly employees to become supervisors.

C. Inconsistencies in related salaries—supervisors with seniority making less than new supervisors.

D. Raises are difficult to obtain, and do not keep up with the cost of living.

## UPS and Downs

### Is Chicago UPS Management Bringing Home the Bacon?

Management at the UPS Bedford hub, near Chicago, have been implicated in a scandal involving the sale of 3800 lbs of stolen McDonalds Canadian bacon. The bacon was ripped off and then allegedly sold by a clerk at the Bedford hub to various members of supervision who, in turn, took the bacon home for their personal use or sold it at a handsome profit. Once the FBI began investigations, word quickly spread through the hub that management was involved in the "Bacongate" scandal. Top UPS brass, once they woke up and smelled the bacon, quickly came out to Chicago to cool the situation out. UPS may be interested in diversifying their operations, but apparently, a black market in pork wasn't to be found in their investment portfolios.

The management pirates got a really good talking to from their bosses, but the situation in McDonaldland couldn't be cooled out so easily. They wanted complete restitution for the missing meat, along with seeing some "heads roll" at UPS. At this time the nine supervisors implicated in the "Bacongate" scandal still have their heads intact. Perhaps McDonalds thought they deserved a break today. UPS employees in Bedford report happily that there's no truth to the rumor that UPS's beer and pizza bashes will be replaced by beer and Egg McMuffins.

### Georgia Members Back Fired Driver.

In December Augusta, Georgia package car driver Bill Willingham got an early Christmas present from UPS. On December 12 they fired him without having given him any warning letters and without a clear explanation of why he was fired. But lack of a real reason or viable case against Willingham didn't deter UPS, nor did it spur his local to action to have him immediately returned to work. In fact, his grievance was deadlocked at the New Orleans

panel hearing in January—despite the fact that UPS was unable to present a coherent case with facts to back it up.

Willingham is married, has two kids and, when he was fired, his wife was five months pregnant with their third child. Although the local has not rushed to his defense, his co-workers have, showing that they are not willing to stand by while UPS tries to starve Willingham into accepting a bad deal. Before the grievance hearing nearly \$350 was raised to cover Willingham's expenses to New Orleans. At the recent contract proposal meeting, Business Agent Jerry King was confronted with angry members, wanting to know what was going to happen to Willingham. At that meeting, co-workers pledged to raise money to help Willingham pay health insurance costs until he was returned to work or his wife has her baby.

UPS has already been caught telling two lies. First they said that a tape recorder Willingham had been carrying set off mall alarms and that they'd gotten complaints from the mall. So far, all mall store owners contacted deny this. Then they tried to claim that Local 728 representatives agreed with them that Willingham would not be allowed to use a tape recorder. The local denies this.

Willingham's grievance will go to the next step in the procedure in March. Hopefully a decision will be reached there correcting this injustice.

### Illinois UPSers Demand Information on Incentive/Bonus Plan.

When the Incentive/Bonus Plan was originally implemented in Southern Illinois Local 710 Organizer Bob Falco told members they would be able to get information from the company on the allowances used to determine bonus. Since then the company has balked at following through on this and now claims that they are "trade secrets." Without knowing how bonus is figured, drivers have no way of knowing they are getting paid what they should. At a recent contract proposal meeting Falco again told members the company must come across with the information. If UPS still refuses, a group grievance is planned.



# National Network in Motion for a Decent UPS Contract in 1987

## California

**Doak Jones**  
Package and Feeder Relief  
Berkeley Package Steward  
Local 70, Oakland, California

We've gotten a very positive response to the TDU contract bulletins in our own local and in the other areas that we've distributed them. I am encouraged by the very high level of interest people are showing in the contract, especially so early on.

Over the last several years we have worked hard to extend our network of concerned UPSers here in California. What first began as a few TDUs in several areas like Stockton and the Bay Area has now grown to include excellent people in Sacramento, Fresno, Modesto, Redding, down into Southern California and other areas.



Doak Jones, Oakland Local 70

Our strategy is to use every means possible to make contacts in centers where we don't yet know people. Sometimes this means scanning the *Big Idea* for names and then contacting them. It also means using feeder drivers to get contract bulletin, *Convoys*, and Oakland's *Brown Dog News*, into other centers. When we find out that a group in another center is having problems, we try to do what we can to help.

Probably the most successful method we use is to go to other centers to distribute the contract bulletins. Recently we went to San Jose to do this and were very well received by the members. I realize that doing this may seem like an intimidating task at first but I would encourage others to try it. It gets the information out and that's important.

Many of us in Oakland are committed to leafletting every center in Northern California. We have found that given the facts our co-workers are able to see through the company's propaganda.

My predictions for the contract? It's too early to say, but the possibilities are there. We have let UPS and the International Union negotiators know that we are here, that we care, and that we want action on the serious problems facing us. The network of UPS Teamsters for a decent contract is growing. But we need more—how about getting involved?

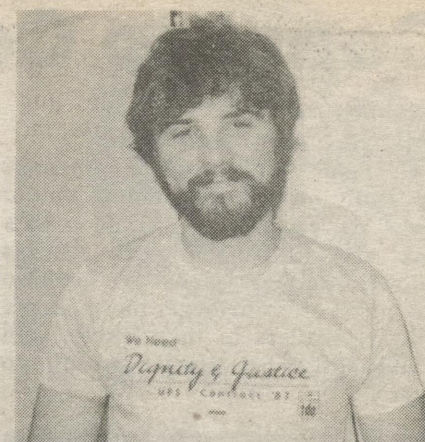
## Michigan

**Gary Wiseman**  
Sorter, Twilight Shift  
Local 243, Detroit, Michigan

Probably the main contract issue for part-time UPSers is elimination of the two-tier provision. Tight up there, too, at least in our local, is the serious problem of lack of representation. Of course, representation is a tough issue to attack directly through changes in the contract, but I think that when you are talking about what is going on for part-timers it is a major factor that can't be ignored.

We had 200 to 300 people at our contract proposal meeting, of whom at least 75 were part-timers. It went pretty well in terms of everyone being able to talk. I think the local wanted us to see them as being cooperative towards our cause. Interestingly, the local submitted ten demands, most of them good ones and ones TDU has been publicizing. Elimination of two-tier was the first one they brought up.

Creating separate part-time and fulltime contracts was discussed at the meeting. I stood up and said that people need to look at what has happened in the past due to divisions—part-time and fulltime are fighting, lower-tier and top-tier people are fighting. What other problems that can come up as a result of creating



Gary Wiseman, Detroit Local 243

more divisions or failing to overcome the ones we have, we can only guess at. Division is bad. The whole idea of a union is to bring everyone together under similar conditions, while the company definitely wants to divide.

One thing fulltimers need to understand is that there are many part-time people who care, who take an interest and try to do something. Sure, there are also the people who aren't going to stay at the company and do exactly what fulltimers fear. I've talked to people who say, "Yeah, I'm voting yes." These are people who are mad because we are pushing for real wage increases instead of bonuses.

I think a key here is that UPS' long-term goal is to do away with real, living wage jobs—40 hour a week jobs on which people can support themselves and build a future. As long as there are employees getting only three hours work a day there will be people who just want to vote the contract in, no matter what. This has all been planned by the company.

We need to create more fulltime jobs, which was also brought up at our proposal meeting. It was suggested that combination jobs be created out of driving and inside work. I think this is an excellent idea.

As for TDU, I think it is a good information network. TDU has the connections needed to get the information that we wouldn't ordinarily see or hear of.

## Missouri

**Michael Savoir**  
Feeder Driver  
Local 41, Kansas City, Missouri

Efforts made toward organizing Kansas City area UPSers over the last few years have finally begun to realize their desired goals. Many have come together to prepare for the upcoming contract.

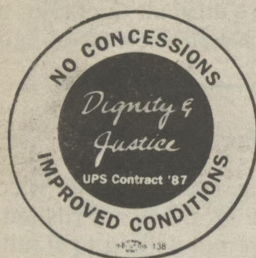
This work has paid off not only in good attendance, but in our ability to get good demands across and build solidarity and understanding between the different classifications. It is very satisfying to see our people coming together and to see the fruits of our efforts.

At our feeder meeting (the meetings were held separately), we probably had more than a 65% turnout. As well as introducing proposals concerning feeder drivers, proposals were also raised in support of the part-timers, like a four-hour guarantee and eliminating the two-tier clause. At the part-time meeting nearly 150 turned out, we were able to distribute more bulletins, and some part-timers are already calling the TDU office for more

*continued on page 11*

## Order Form for UPS Contract Materials

The UPS Committee of TDU is dedicated to providing information and organization throughout the contract negotiations. Use this form to make sure you are on the contract bulletin mailing list and to order contract campaign materials, like our new T-shirts and buttons.



**Contract Campaign Buttons.** emblazoned with the *Dignity and Justice* slogan. Prices: 50¢ each (40¢ each for ten or more.)

**Dignity and Justice Contract T-Shirts.** Our new T-shirts come in one color, light brown, and carry the *Dignity and Justice: UPS Contract '87* slogan. Price: \$6 each.

**United Parcel Servant T-shirts.** Get the "Classic" TDU shirt, emblazoned with the "screw-man" figure and the words *United Parcel Servant: 1982-1987*. Price: \$6 each. Color: dark brown on light brown.

**Convoy Dispatch Bundles.** Every month the TDU national newspaper covers the latest news of concern to UPS Teamsters: legal cases, new organizing ideas, and news from around the country. Squash rumors and keep co-workers informed by distributing *Convoy Dispatch*. Bundles available in quantities of 10 (\$3); 20 (\$4); 50 (\$5); and 100 (\$9). For an additional charge we will ship larger bundles by U.S. Postal Service.

**Contract Bulletin Mailing List.** TDU will be publishing special contract bulletins as the news breaks on negotiations, on what Teamsters across the country are doing and what we can expect to see in the coming months. Make sure you get all the news by signing-up to be on our mailing list. Donation to cover postage and printing is requested. All names are kept strictly confidential.

| Item                                                      | Style | Size | Quantity | Total |
|-----------------------------------------------------------|-------|------|----------|-------|
| <input type="checkbox"/> Contract T-Shirts                |       |      |          |       |
| <input type="checkbox"/> Contract Buttons                 |       |      |          |       |
| <input type="checkbox"/> Bulletin Mailing List (Donation) |       |      |          |       |
| <input type="checkbox"/> Convoy Dispatch Bundle:          |       |      |          |       |

TOTAL: \$

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State/Zip \_\_\_\_\_

Phone ( ) \_\_\_\_\_ Local # \_\_\_\_\_

Send to: UPS Committee, Box 10128, Detroit, MI 48210